



Pathways to Construction BuildForce Veteran Programme

Q3 report (Mar - May 20)

Executive Summary – Lendlease, Lead Partner

Our 3rd quarter has exceeded all expectations, not only are all targets achieved or exceeded, it happened during the unprecedented time of Covid-19. In typical military and construction style, our team stayed focused and soldiered on. We re-strategized in week 1 of lockdown and were first in industry to move all our content virtually whilst realising the importance of constant contact and communication with our Veterans. Our new digital and virtual offerings have achieved in excess of 20,000 views and attracted hundreds of new Veterans to sign up.

Our **education partner, UCEM**, went live with their revolutionary industry career modules. Exceeding their target and receiving tremendous applause for the Veteran community.

Our **mental health and wellbeing partner, MHS**, has been working tirelessly providing support in a range of ways and going beyond their call of duty.

Our **delivery partner, Wilson James**, have reaped rewards from their continual efforts around industry engagement. Our construction partners have supported us in every possible way, in spite of their own struggles. From mentoring & career chats, to commitments around site visits, work placements and formal job offers over the summer and autumn months.

We are incredibly proud of everyone's efforts during this quarter.

The Lendlease logo is a stylized, multi-colored shape (green, blue, yellow) with the word "lendlease" written in white lowercase letters.

lendlease

Angela Forbes, Chair

The BuildForce Veteran programme will support the Veteran community into careers in construction with a wraparound service (finding, screening, supporting and brokering candidates into work experience and into employment). We do this as follows:

- Induction with a 60-minute interview and bespoke career planning
- Bespoke online learning activities to improve industry awareness and career options
- Mental Health & Wellbeing with 1-2-1 counselling support and mental health workshops
- Industry mentoring matched according to skillset, experience and location
- Work placement to gain more experience in desired discipline and networking within the industry
- Armed Forces Insight days, hosted and attended by our employers
- Secured employment with our industry partners

Programme Targets

Over 3 years: Sep 19 – Sep 22, the BuildForce Veteran programme will deliver the following:

- 1500 beneficiaries signed up to the programme
- 110 companies signed up to the programme
- 560 Beneficiaries completing induction (TNA) calls following registration
- Online modules on UCEM portal
- 250 industry ambassadors/ champions/ mentors
- 560 Beneficiaries attending interviews
- 225 Beneficiaries starting work placement
- 200 Beneficiaries starting employment
- 12nr MH & wellbeing support workshops to 120 candidates with 1-2-1 support where applicable
- Ongoing support to ensure 200 sustained employment
- Final project report

Q3 Targets & Achievements

Target	Quarter 3 Forecast	Quarter 2 carried over	Quarter 3 Actual	Quarter 3 Total	Variance
Beneficiary Engagement	125	3	1261	1264	1139
Induction & TNA	50	2	48	50	0
Beneficiaries engaged in 1-2-1 mentoring	50	19	83	102	52
Guaranteed Interviews for jobs	50	13	47	60	10
Work placements	20	2	18	20	0
Job starts	15	6	9	15	0
Industry events held	1	0	4	4	3
Employer engagement - companies	16	2	14	16	0
Online modules	50	0	69	69	19



Delivery Partner Update



Q3 Targets:

- Over a 1000 beneficiaries signed up to the programme: **exceeded target (125)**. This includes our engagement on our social media channels which ramped up this quarter.
- 16 new companies signed up to the programme: **target met (16)**
- 50 Beneficiaries completing induction (TNA) calls following registration: **target met (50)**
- 102 Beneficiaries engaged in 1-2-1 mentoring: **exceeded target (50)**
- 60 Beneficiaries attending interviews: **exceeded target (50)**
- 3 Beneficiaries commenced work placements with 17 lined up for Q4 (pushed back a few weeks) due to Covid-19: **target met (20)**
- 8 jobs secured, further 7 offers made with start dates during the summer (pushed back a few weeks due to Covid-19): **target met (15)**

Progress to-date:

- All targets in the period achieved and exceeded
- Jobs secured, despite the impact of Covid-19
- Engaged with new Alliance partners
- Further Mentors assigned to the programme
- Launched our fortnightly discipline career chats, 4 to date: H&S, Site Mgr, Project Mgr & Logistics Mgr

Education Partner Update



- **UCEM Q2-3 Key milestones:**
 - Research Report: 18th Dec
 - Module Development Design Jam : 21st Jan
 - Development stage 1&2: 20th March
 - Stakeholder Review: 23rd March – 3rd April
 - Development stage 3: 17th April
 - Module sign off: 24th April
- **Progress to-date:**
 - Launched all 5 training modules:
 - Intro to construction
 - site manager
 - project manager
 - building surveyor
 - quantity surveyor
 - Demand has exceeded our expectations

Protected: BuildForce Veterans Pre-Employment Modules



This series of online mini-modules has been developed by University College of Estate Management (UCEM) for BuildForce as part of the CITB's Pathways into Construction programme focusing on Veterans. Click on the tiles below to find out more and enrol today.



Introduction to Construction

00:00



Construction Site Management

02:20



Construction Project Management

03:00



Quantity Surveying/Commercial Management

03:00



Building Surveying in Construction

02:00

Mental Health & Wellbeing Partner Update

Mental Health Support

Training & Consultancy Limited

- **MH Support:**
 - Due to Covid-19 we rolled out our MH & Stress Management workshop's as fortnightly seminars
 - We hosted a social media campaign offering support and advice during the lockdown period of the pandemic led by Veteran Simon Weston and supported by our Alliance partners.
<https://www.facebook.com/BuildforceVeteranProgramme/videos/245261860006282/> - gaining in excess of 5,000 views.
 - Continued 1-2-1 support on an as required basis. With extra support given to one of our veterans suffering from a psychotic episode and referred to his GP. We are still in contact and offering support as appropriate to this individual